

NALP International and Advanced Degree Advising and Recruiting Section Report

To: Julie Anna Alvarez, Board Liaison
Cc: Meaghan Hagner, Member Services Coordinator NALP
From: Caroline Springer, Section Chair
Date: April 3, 2018

Please find below a summary of the Section's activities during the most recent quarter.

Upcoming Quarterly Section Call (2017-2018) – We have completed all of our Section calls. Below is a summary of our last Section call.

1. **Discussion during Section call with Colleen Burke, International Student Advisor at Georgetown Law**

On our last Section call, we invited Colleen Burke to discuss new developments in the visa/immigration area and the process of using CPT (Curricular Practical Training) for foreign LL.M. students interested in doing an externship. Her comments are summarized below:

- **OPT**: Colleen first discussed the updates and changes she is seeing with respect to the OPT process. Colleen noted that she has seen more requests for evidence for OPT applications and this is causing longer processing times. As a result, she has encouraged Georgetown students to submit their OPT applications earlier than in past years (early February). There are two typical circumstances when an OPT application can be denied: 1) not mailed in a timely fashion; and 2) when a student has multiple degrees in the U.S. (this is an eligibility question). If a student has used OPT after receiving a JD degree, the student must argue that the LL.M. degree is a "higher" level degree than the JD and the school can send a letter of support from the Program Director or the Dean. If a student uses OPT after receiving an LL.M. degree and then pursues a JD degree and wants to use OPT after the JD, the student would need to argue that the JD degree is a "higher" level degree. At Georgetown, we have two different degree codes for our U.S.-trained LL.M. students and our foreign-trained LL.M. students and different degree requirements. This is part of the reason why we treat the two degrees differently when looking at degree level vs. the JD. NYU Law has a policy that the LL.M. degree is a higher degree than a JD and will not argue that the JD degree is higher, but some schools can make both arguments. Although there are proposals to change the OPT process, no changes have actually taken place
- **H1-B**: Colleen noted that she has heard that employers' H1-B applications are taking longer to be reviewed as well. Some employers are applying for students who have not yet graduated. This gives students two chances at the lottery, both during the LL.M. and during the OPT year if they do not receive a lottery spot the first time around. There has also been increased scrutiny by adjudicators this year, with more students receiving requests for evidence and denials even after receiving a lottery spot.

- F1 Visa process: For schools that have summer programs, Colleen suggested that students apply for their F1 visa as soon as possible. A few years ago, the computer system that processes F1 visas went down in June and this caused a back log of applications. Georgetown is in a unique position because we have visa advisors at the Law Center and they can prioritize the law students and understand the degree programs offered by the school.
- Using CPT for externships: CPT allows international students to participate in an externship. Federal rules give guidance for schools, but CPT policies vary from school to school and even within different programs at the same school. It must be an “integral part of an established curriculum” and is defined to be “alternative work/study, internship, cooperative education, or any other type of required internship or practicum that is offered by sponsoring employers through cooperative agreements with the school.” At Georgetown, this means that CPT is authorized as part of experiential learning courses, including externship courses and fieldwork-based practicum courses. It is only authorized when an outside internship is required as part of a course. CPT normally requires that the student have been enrolled for a full academic year, but an exception can be made for students enrolled in graduate studies that require immediate participation in curricular practical training. CPT does not impact the student’s ability to obtain or use OPT unless it is used full-time for 12 or more months.

2. NALP Bulletin Articles update and RFP process for next year’s annual conference

Amy Kimmel, UC Hastings, provided an update on the schedule of Bulletin Articles from our Section Members and information about the RFP process for next year’s conference:

- The following articles are forthcoming from our Section members:
 - **April** issue - Julia Martinez on how early career advising sets international students up for academic and career success.
 - **May** issue - Amrita Singh on externships for LLM students. This article will be due early because of the NALP conference. Likely due on March 22nd.
 - **June** issue - Julia Martinez and Sarah Tesconi on best practices of law schools (for services offered to international students)
- The RFP process is open for the 2019 annual conference. The conference will be held on April 9-12, 2019 in San Diego, CA. Section members are encouraged to start thinking about creating a program for presentation at the conference. Proposals are due on May 18, 2018. The Section will discuss ideas for programming at the Section meeting at the annual conference in Florida. More information about how to submit a proposal is available at this link: <http://www.nalp.org/conferenceproposals>.

3. Board Report by Julie Anna Alvarez

Our Board Liaison, Julie Anna Alvarez, provided the Section with a summary of the last NALP Board Meeting. She reported:

- The Board approved and accepted the Treasurer's report which showed that NALP is well invested and the organization's financial strategy is on point to help weather financial markets' upheaval and fluctuations.
- The Board reviewed and approved the organization's tax return.
- Outreach Report Summary – across regions we heard themes of 1) members partnering with other internal departments at their institutions on wellness programs and initiatives; 2) Employers engaging in 1L recruitment efforts (often diversity programs) or conducting on-campus events/speaking on panels, etc., to develop relationships and awareness before 2L recruitment season; 3) a focus on tech/JD advantage programs – members are paying attention to the evolving and new roles at firms embedding tech/hr/staffing/legal ops into practice groups. 4) School member experiences with ABA reporting process improved this year, but members identified ongoing flaws in the process, and schools and NALP are still advocating for schools' concerns with the process.
- The Board discussed follow-up to the November Sexual Harassment letter and NALP will endeavor to create discussion questions that can be used to conduct grassroots conversations on a local level (city groups, etc.). Additionally, the Board approved revisions to NALP's Principles and Standards to reflect NALP's commitment to non-harassment and non-discrimination in the recruitment and interviewing process. A separate email announcement was sent to members with links to the revisions and has been also circulated via the NALPNow! March 8th edition.
- President-Elect Melissa Lennon's preliminary Business Plan for 2018-2019 was presented and discussed.
- Tammy Patterson (NALP Foundation CEO/President) and Elizabeth Price (of Alston & Bird and the new Chair Elect of the NALP Foundation) provided the NALP Foundation update. The International Directory is now available for purchase. It is recommended you reach out directly to their staff for details on pricing for multiple users. Look on their website to stay tuned to other news and developments from them (nalpfoundation.org).
- The Board participated in an Advanced Diversity Training Session comprised of watching "The Laramie Project" film and a training session led by Cynthia Deitle, JD, LL.M, Programs Director at the Matthew Shepard Foundation (a retired Special Agent Federal Bureau of Investigation specializing in civil rights). Discussion included how we and our institutions can advocate for inclusion of LGBTQ individuals in the legal arena.
- JD Advantage Careers Task Force Report and draft CSO checklists reviewed. Pending further refinements, checklists on compliance and cybersecurity careers will be made available to members.
- NALP Perspectives on Recruiting is available now on the website. (Link also available in March 8th NALPNow!)
- The resource "Student Professionalism During the Interview Season: A Quick Guide to Your Ethical Responsibilities in the Offer and Decision-Making Process"

has been revised and will be released soon – keep an eye on NALPNow! and relevant sections on NALPConnect.

4. Bar Exam issues update

Shannon Kahn, UC Davis, updated members that the California bar last year went from 2 days to 3 days. The Section discussed whether any schools are developing a curriculum in response to the New York Bar’s Pathway 1 requirement. Rebecca Moore from BU noted that BU is developing something to address it and providing information to incoming LL.M. students about the requirements. Caroline Springer reported that Georgetown Law is also developing a specific curriculum called “U.S. Law and Legal Methods Track” to satisfy the requirements of Pathway 1. This Track will include 4 credits in the summer (Foundations of American Law and Professional Responsibility), 13 credits in the Fall and 13 credits in the Spring. The Spring courses will include a simulation course for 3 credits. Information about this Track will be posted on the Georgetown Law website and is being advertised to incoming students. UCLA and the University of Pennsylvania will also have a Pathway 1 track for their LL.M. students.

5. Annual Conference Opening Reception, Section Meeting and Section Happy Hour

Caroline Springer, Georgetown Law, reported that there will be no Open House at the NALP Conference this year, but instead there will be an Opening Reception. The Reception will be held in the Resource Center and will be the first opportunity for members to meet vendors and network with colleagues. The Reception will be held from 6:00 p.m. to 7:30 p.m. on Tuesday, April 24th. The Section meeting will be held on Wednesday, April 25th at 4:15 p.m. in the Diplomat 1. We will have an open discussion about RFP ideas. Immediately following the Section meeting, there will be a Section Happy Hour at the Hotel Bar at The Diplomat (Fireplace – south side) from 5:00 p.m. to 6:00 p.m.

6. Open Discussion of Issues

There was a discussion about which Bar prep companies schools advertise or promote to students. Most members noted that they do not promote any particular company because all of the companies are good. Most schools invite all Bar prep companies to campus to discuss their programs.